

Discrimination and Power

Discrimination and Power Exercise

Instructions: Match the corresponding letter of EO violation with the appropriate scenario statements.

A. Prejudice

B. Racism

C. Sexism

D. Discrimination

E. No Violation

1. _____ A white soldier who joins the local chapter of the Ku Klux Klan.
2. _____ An Asian soldier who declines to socialize with other soldiers in her unit.
3. _____ A platoon Sergeant who recommends his female soldiers for promotion when he thinks they are ready.
4. _____ A group of male soldiers openly comparing "notes" about female soldiers in their unit and rating them on their appearance and physical attributes.
5. _____ A group of female soldiers bad-mouthing male soldiers in their unit.
6. _____ The enlisted club schedules "Ladies Night" every Wednesday on the club calendar.
7. _____ A Black soldier says he doesn't trust anyone who isn't Black.
8. _____ A Female Drill Sergeant tells a male trainee that "Real men don't cry".
9. _____ A male soldier tells a female soldier that she should "quit and go home, this is a man's Army".
10. _____ A soldier constantly tells ethnic or racial jokes.

Instructor Copy .. Answers

Materials Required:

Pencils or pen

Practical Exercise #20-1

Time Required:

10 - 20 minutes

NOTE: After giving the class approximately 10 minutes to write in their answers, call on individual students to disclose what their response was to each scenario. If there is a disagreement about an answer, provide the correct response and discuss the rationale for the answer. Have students provide their rationale for each answer.

OPTIONAL: If time is available, place students in small groups to reach small group consensus on responses and report out to large group.

ANSWER KEY

NOTE: As students give their answers to each statement be sure to ask them for their reasoning or rationale for choosing that response. The exercise should help clarify students understanding of EO and EEO violations as well as generate further discussion about student perceptions on other EO issues.

Option: Record the number of responses for each statement on chart paper or on the chalkboard, then have students discuss their answers.

1. **Answer B.** Racism: Membership in the KKK is considered to be a statement in the belief and sometimes active reinforcement of white supremacy over non-whites. Although mere membership is not prohibited under current policy, active participation is grounds for sanctions to include separation from the service. DoD has a long standing policy of intolerance for any organization that professes or practices unlawful discrimination.

2. **Answer E.** No Violation: Often times when a soldier of an ethnic or cultural background that is different from his or her contemporaries declines to participate in social gatherings, especially when involving mix grouping of young men and women, there is a tendency to believe that the person is either anti-social or prejudice. Ensure students understand that soldiers from different cultures will have different cultural and religious beliefs that prohibit their participation in certain social events. Inform the students that if they have a question

or concern about another soldier, they should ask and not reach for easy labels.

3. Answer E. No Violation: Be aware that some students may lock on to this statement as an act of sexist behavior without completely clarifying what they had read. Explain that a predisposition to believe that male supervision over females is detrimental or only results in an adverse impact on women is in and of itself sexist.

4. Answer C. This behavior not only is demeaning toward women, but demonstrates these male soldiers are acting out their sexist attitudes but equating a woman's value or worth to their own stereotypes of what a woman should look like.

5. Answer A. Prejudice: Remind students that in a previous learning activity on prejudice, one method used by individuals or groups in acting out prejudice behavior is by "bad mouthing" or referring to others in degrading terms to describe members of different gender or racial groups.

6. Answer D. Discrimination: The term "Ladies Night" when used by entertainment establishments such as the enlisted or officer club normally implies that there are privileges (e.g., no cover charge, free admittance or reduce prices on drinks) extended towards one group, but denied to the other based on gender. If such privileges are allowed or extended throughout the Army, it serves as an institutionalized practice. However such practices within DoD are not characterized as unlawful. It must also be noted that there is an element of sexism in this scenario. The primary reason for most establishments - military or civilian - to offer a "ladies night" is to use the women to draw in more males. The purpose of this of course is to sell more products - usually alcohol. This opens up the question: is the establishment using women for profit?

7. Answer A. Prejudice: The soldier's disclosure that he doesn't trust anyone who isn't Black is also an inference that non-Blacks are not trustworthy.

8. Answer C. Sexism: A clear example of a sexist remark and attitude.

9. Answer C. Sexism: Another example of a sexist remark and attitude.

10. Answer A. Prejudice